

Town of Needham Insurance Open Enrollment Fiscal Year 2015

The annual insurance open enrollment period for Town plans will be held from April 21, 2014 through May 2, 2014. During this period, eligible employees (full-time and regular part-time employees working twenty or more hours per week) may select a Town-offered benefit plan, or switch from one plan to another, for coverage effective July 1, 2014.

Employees, who wish to enroll in a plan, or switch between health plans, must do so by **5:00 p.m. on May 2, 2014**. This deadline is necessary because payroll deductions are taken in June for coverage beginning in July. If you would like to take advantage of the open enrollment period, please pick up the appropriate forms at the open.

Open Enrollment Information Session

Representatives from Blue Cross/Blue Shield, Fallon Health Plan, Harvard Pilgrim Health Plan, Tufts Health Plan, Boston Mutual, Delta Dental, My Medication Advisors, Aflac, ING &

ICMA Retirement Corp. will be available to answer any questions you may have at the open enrollment information session to be held in the

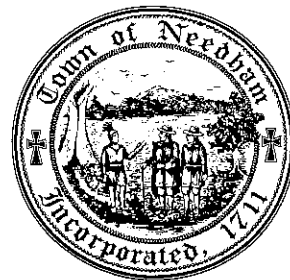
Needham Free Public
Library

Thursday, April 24, 2014

Noon TO 2:30 P.M.

If you are unable to attend the session and would like further information and/or enrollment forms, please contact one of the following:

<u>School Department</u>	<u>Town Government</u>
Joan Krozy	Human Resources
781-455-0400 x 209	781-455-7500 x 235



Rate Change Information

Insurance plan rates have changed for

Fallon Direct	1.60/1.50%
Fallon Select	1.50/1.60%
Harvard/Pilgrim PPO	8.00/8.00%
Harvard Pilgrim	5.70/5.80%
NetworkBlue	17.80/17.70%
Tufts POS	8.00/8.00%
Tufts	13.80/13.90%
Delta Dental	0%
(locked in rate for 6th year)	

Boston Mutual Life Insurance 0%

(Actual rates are printed on the last page of this brochure).

Dependent Status Important Information

Starting July 1, 2011, the Adult Children of Needham employees up to age 26 (not including age 26) will be eligible to be covered on the employee's family plan. Adult children who have been offered insurance from his/her own employer will not be able to be enrolled. All newly enrolled dependents will be required to submit a copy of their birth certificate along with the health plan application.

Life Insurance Program

The Town of Needham offers basic and optional life insurance through Boston Mutual Life Insurance Company. The basic life insurance plan is a \$2,000 death and accidental dismemberment benefit to which the Town contributes

50% of the premium cost. The optional life insurance program is voluntary, and is paid 100% by the employee. Employees who have questions about their policy/policies should speak with the representative at the open enrollment information session. Employees may elect to pay life insurance premiums on a pre-tax basis.

Section 125 Plan/Pre-tax Premium Payment Plan

The Section 125 Pre-tax Premium Payment Plan (or "Cafeteria Plan") allows you to reduce your taxable income by an amount equal to your insurance premium deductions. Each employee enrolled in the town's insurance plans must complete an Election of Benefit Form. This form is used to enroll in or waive participation in the pre-tax plans. Employees who enroll in the plans will only be allowed to discontinue the plans (i.e. drop their insurance coverage) for qualifying reasons set forth by the IRS, examples of which are listed on the back of the Election of Benefit Form.

Flexible Spending Accounts (FSA)

Flexible Spending Accounts, which allow employees to pay for dependent care and medical expenses on a pre-tax basis, are offered as an extension of the Town's Section 125 Pre-Tax Premium Payment Plan. Under the Flexible Spending Account program, which is administered by Benefit

Strategies, eligible employees may set aside a certain amount of their income (up to a maximum of \$5,000) on a pre-tax basis to pay for dependent care (such as day care or elder care) and (up to a maximum of \$2,500) on a pre-tax basis for approved medical & dental expenses.

The plan year for flexible spending accounts is the calendar year - January 1st through December 31st.
Open enrollment information for FSA's will be distributed to all benefit-eligible employees in November, 2014. All questions about the flexible spending account program should be addressed to Benefit Strategies @ 1-888-401-3539.

Direct Deposit In order to enroll in the Direct Deposit program, you must complete a Direct Deposit Application and return it with a voided check or copy of a printed deposit slip to your payroll representative.

Deferred Compensation/Tax-Sheltered Annuities These plans allow employees to defer a specified amount of income on a pre-tax basis. School Department employees are eligible to arrange for their own tax-sheltered annuity provider. Town Government employees are eligible to select from the following alternatives:

ICMA Retirement Corporation (Mike Savage, 1-888-803-2721) **ING Account** (Barry Perkins, 781-830-1040)

Credit Union Membership/Savings Plan
Employees are eligible to join the Wellesley Credit Union, if you have any questions, please call (781) 235-0503.

Employee Assistance Plans - The Town's EAP, Corporate EAP Resources, Inc. (Toll Free 866-635-1712 or 978-635-1712) and the School Department's EAP, Human Relations Service (781-235-4950) offer a wide range of short-term counseling options for employees and their families.

CHIP Program - Children's Health Ins. Program - If you or your children are eligible for Medicaid or CHIP and you are eligible for health coverage from the Town, Massachusetts may have a premium assistance program that can help pay for coverage. Contact the State Medicaid or CHIP office in MA @ 1-800-462-1120 or go to the following Website:

www.mass.gov/MassHealth

Or you may call 1-877- KIDS NOW or www.insurekidsnow.gov to find out how to apply for this program. Do not call the Town or School Departments.

Town of Needham FY2015 Health Insurance Rates for Active Employees

Plan	Type	Total Monthly Rate	% Paid by Town	% Paid by Employee	Employee Share				
					Monthly	52 weeks	42 Weeks	38 Weeks	26 Weeks
Fallon DirectCare	Individual	\$ 513.00	76.5%	23.5%	\$ 120.55	\$ 27.82	\$ 34.44	\$ 38.07	\$ 55.64
Fallon DirectCare	Family	\$ 1,378.00	69.0%	31.0%	\$ 427.18	\$ 98.58	\$ 122.05	\$ 134.90	\$ 197.16
Fallon SelectCare	Individual	\$ 550.00	76.5%	23.5%	\$ 129.25	\$ 29.83	\$ 36.93	\$ 40.82	\$ 59.65
Fallon SelectCare	Family	\$ 1,483.00	69.0%	31.0%	\$ 459.73	\$ 106.09	\$ 131.35	\$ 145.18	\$ 212.18
Harvard Pilgrim - EPO	Individual	\$ 645.00	76.5%	23.5%	\$ 151.58	\$ 34.98	\$ 43.31	\$ 47.87	\$ 69.96
Harvard Pilgrim - EPO	Family	\$ 1,682.00	69.0%	31.0%	\$ 521.42	\$ 120.33	\$ 148.98	\$ 164.66	\$ 240.66
Harvard Pilgrim - PPO	Individual	\$ 1,890.00	50.0%	50.0%	\$ 945.00	\$ 218.08	\$ 270.00	\$ 298.42	\$ 436.15
Harvard Pilgrim - PPO	Family	\$ 4,197.00	50.0%	50.0%	\$ 2,098.50	\$ 484.27	\$ 599.57	\$ 662.68	\$ 968.54
Network Blue - EPO	Individual	\$ 740.00	74.4%	25.6%	\$ 189.44	\$ 43.72	\$ 54.13	\$ 59.82	\$ 87.43
Network Blue - EPO	Family	\$ 1,984.00	66.0%	34.0%	\$ 674.56	\$ 155.67	\$ 192.73	\$ 213.02	\$ 311.34
Tufts Navigator	Individual	\$ 734.00	74.6%	25.4%	\$ 186.44	\$ 43.02	\$ 53.27	\$ 58.87	\$ 86.05
Tufts Navigator	Family	\$ 1,922.00	63.8%	36.2%	\$ 695.76	\$ 160.56	\$ 198.79	\$ 219.71	\$ 321.12
Tufts - POS	Individual	\$ 1,890.00	50.0%	50.0%	\$ 945.00	\$ 218.08	\$ 270.00	\$ 298.42	\$ 436.15
Tufts - POS	Family	\$ 4,197.00	50.0%	50.0%	\$ 2,098.50	\$ 484.27	\$ 599.57	\$ 662.68	\$ 968.54
Voluntary Delta Dental Plan	Individual	\$ 32.00	0.0%	100.0%	\$ 32.00	\$ 7.38	\$ 9.14	\$ 10.11	\$ 14.77
Voluntary Delta Dental Plan	Family	\$ 79.00	0.0%	100.0%	\$ 79.00	\$ 18.23	\$ 22.57	\$ 24.95	\$ 36.46
Annual Admin. Fee/Dental		\$ 0.17	0.0%	100.0%	\$ 0.17	\$ 0.04	\$ 0.05	\$ 0.05	\$ 0.08
Basic Life Insurance	Individual	\$ 4.64	50.0%	50.0%	\$ 2.32	\$ 0.54	\$ 0.66	\$ 0.73	\$ 1.07
Optional Life Insurance	Individual	\$ 1.10	0.0%	100.0%					

Notes: The HMO percentage contribution rates were "locked in" to the percentage rate in effect on January 1, 1990.

Optional Life Insurance Rates listed are per \$1,000 /coverage up to approximately \$2,000 less than your annual salary.

3/28/2014